



Kiewit

May 21, 2012

Julie Meredith, SR 520 Program Director
Washington State Department of Transportation
Engineering and Regional Operations
SR 520 Bridge Replacement and HOV Program
600 Stewart Street, Suite 520
Seattle, WA 98101

RE: Contract 8066 – SR 520 Evergreen Point Floating Bridge & Landings Project
Contract 7826 – SR 520 Pontoon Construction Project
Drug and Alcohol-Free Workplace Policy

Dear Mrs. Meredith:

Thank you for your May 21, 2012 letter requesting that Kiewit's Floating Bridge project adopt a joint drug and alcohol policy consistent with WSDOT. I have reviewed the WSDOT policy and found it is consistent with Kiewit's in its prohibition of alcohol on project sites.

To further emphasize and reinforce Kiewit's policy, I mailed the attached memo to all Kiewit Bridge & Marine employees. As you may see from the memo, Kiewit is equally committed to alcohol free worksites.

As requested in your letter, Erik Nelson will follow up with John White and detail the steps KGM will take to emphasize and enforce the policy.

Thanks again for your consideration,


A.T. Skoro
Sr. Vice President

cc: Erik Nelson
Phil Wallace

Attachment



Kiewit

To: All Kiewit Bridge & Marine Staff
From: Tom Skoro 
Date: May 21, 2012
Re: Corporate Drug & Alcohol Policy

Recent events have reminded me that a communication is necessary to revisit our corporate drug and alcohol policy. The policy section 3-23 states that "the Company prohibits the use, possession, distribution or sale at their facilities or project sites of illegal drugs, drug paraphernalia or alcohol, and being under the influence of alcohol or illegal drugs while on the job." This policy also applies to Company vehicles.

Please also be advised that Washington State law (WAC 296-800-11025) prohibits alcohol and narcotics from the workplace and provides, "You must: Prohibit alcohol and narcotics from your workplace, except in industries and businesses that produce, distribute, or sell alcohol and narcotic drugs." The law applies for any reason, even parties and celebrations. Alcohol and illegal drugs must not be present in our offices, worksites or vehicles.

I expect that all of our offices and projects are observing our policies and the law accordingly. Please notify our HR Manager, Lyle Perry, if you observe any violations of this policy. Possession of Alcohol or illegal drugs at/in any of our offices, worksites or vehicles may result in disciplinary action up to and including termination.